

## THE SOUTH CAROLINA VOCATIONAL REHABILITATION DEPARTMENT


**VR<sup>3</sup> Ready...Reliable...Results**

April 2013

### ICE cares for environment and employees

"The success rate we have had with SCVRD clients is tremendous," says Larry Gay, Co-owner of ICE Recycling. "They are all valuable employees today and many are becoming leaders in our organization."

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Jerry Timmons was the first SCVRD client hired by ICE. "He moved himself up four levels to receiving warehouse supervisor day shift in just one year," states Gay.

Gay adds that ICE's inventory control supervisor recently sent him an email stating, "Thank God for Jerry. If only we had ten more just like him."

In addition to hiring SCVRD clients, ICE also provides skill development opportunities through contract work in the Florence and Williamsburg Work Training Centers.

"When we send materials to the VR Training Center to be processed, it allows us additional space at our plant to accomplish other goals," explains Gay. "Quite honestly, on a lot of the projects we have worked on together, VR clients did it better and faster than ours at our facility."

ICE Recycling takes pride in establishing working relationships with their customers to tailor recycling programs to meet each customer's specific needs. Beyond this, they take pride in their community and employees.

"They care about their people. They value people who have strong work ethics and are committed to doing a good job," says Carol Anderson, Florence Area Office Supervisor.

Just over a month after being hired by ICE Recycling, Ronald Bowie was severely injured in a grease fire at home. Ronald, an SCVRD client, found that ICE recycling offers more than total recycling solutions.

"They offer a sense of 'family' to their employees," says Anderson.

Undergoing painful skin grafts for almost two months, Ronald found comfort knowing his job would be there when he was ready to return. ICE's leadership team kept in daily contact with him, providing encouragement both to Ronald and his family.

"What was even more amazing, was how [his fellow] employees [donated some of] their wages to Ronald," adds Anderson. "ICE even matched the amount donated by the employees."

"I cannot say enough about the care and concern shown by ICE Recycling."



Jerry Timmons, former SCVRD client, is currently warehouse supervisor at ICE Recycling.



Ronald Bowie (left), former SCVRD client, and Alex Evans, ICE Plant Manager.

...enough about the care and concern shown by ICE Recycling," says Ronald. "Especially after working for them for only a little over a month."

"When Ronald returned to work he was allowed to sit or stand, take longer breaks...until he reached a full recovery," says David Wiggins, VR Business Development Specialist.

"I have one word to say about Ronald: irreplaceable," proclaims Gay.

Ronald has recently been promoted to night shift supervisor. He is a "very dedicated employee," says Alex Evans, ICE Plant Manager.

Ronald is just one of 19 SCVRD clients hired by ICE Recycling.

"SCVRD has a program that is second to none," Gay says. VR business development specialist David Wiggins "has been a huge part of our success because he spent the time to understand our business and our needs," adds Gay.

"With our business growing so rapidly, and the need for talented employees, SCVRD is our number one choice," he continues. "SCVRD is not only a benefit for us financially, but also bypasses our need to complete the pre-qualification and training phase of hiring new employees as well.

"What else can we say but thank you!"

*Industrial Conservation Engineering LLC of Lake City (ICE Recycling), founded in 2008, offers a wide variety of recycling services to commercial, industrial and municipal customers in South Carolina and throughout the Mid-Atlantic States. They provide customers with landfill diversion, carbon footprint reduction, baling, grinding, and packaging. ICE's basic business philosophy is "Total Recycling Solutions" and they strive to turn companies GREEN.*

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## Around the state

### DDS/SSA partnership provides relief

On January 29th, a DDS Senior Manager was contacted by a family member of a young woman who was hospitalized in Greenville Memorial for treatment of breast cancer. She was diagnosed several years ago, but her current situation was becoming overwhelming for her husband and three children. Although an organization that works with the hospital had been helping her husband, it had failed to submit a Social Security Disability application.

After the Assistant Manager of the Greenville Social Security Office was contacted, the Field Office contacted the husband and obtained an application and other needed information in two days. The application was then transferred to the Greenville DDS where, after electronically receiving relevant medical evidence, the case was allowed on the same day that it was received.

The Field Office adjudicated the claim as soon as that decision was made. It was determined from the medical evidence that the claimant had been

disabled for several years. Retroactive benefits were paid to the claimant and her children, providing their family much needed financial resources and relief.

This is the SSA/DDS partnership at its best. Working together, the Social Security office and DDS obtained the application, made a disability determination, and adjudicated and released benefits this family was qualified for within a week.

*SC Disability Determination Services (DDS) is responsible for making medical/vocational decisions on Social Security disability applications. DDS works closely with Social Security Field Offices in South Carolina to process all applications as quickly and accurately as possible and provide the best customer service to the citizens of South Carolina. Through teamwork, they're able to quickly handle "critical nature" claims.*

## Orangeburg Walk-A-Thon

Orangeburg Area Staff participated in the Orangeburg County Disabilities and Special Needs Board (OCDSNB) Walk-A-Thon on March 21. Funds raised assist persons with disabilities and special needs.



left to right: Freddie Boan, BDS; Janice Boglin, ATS; Dr. Eddie Glenn-Bryant, Orangeburg Mayor's Committee for Employment of Persons with Disabilities; Cynthia Parks, Counselor; Terry Davis, Fiscal Specialist; Kathy Boone, Counselor; Brandi Knight, ATS.

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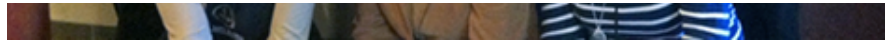
## Blending autism in the workplace

The Greenville Area Office is working with Lexus of Greenville to create employment opportunities for individuals with autism spectrum disorder. The coffee shop housed within the dealership, appropriately named Café Blends, provides employees with an avenue to showcase their strengths, gain independence and promote awareness about autism in the community by "blending autism in the workplace."

To date, four VR clients have been trained and directly placed in barista positions.







VR employees with Café Blends staff. Back row, left to right: Eric Pfaff, VR client; Deidre Hall, VR client; Lucretia Edens, VR Counselor; Chris Utsey, VR Counselor.; Bradley Pollard, VR client. Front row, left to right: Jenny Buch, VR client; Christine Nemshick-Lauer, VR Counselor; Jill Vaughn, VR Job Coach.

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## Barnwell County Day Health Fair

Aiken VR staff members Freddie Boan, Leneal Ray and Debra Carlin participated in the Barnwell County Day Health Fair on Saturday, March 16, which was attended by Governor Nikki Haley and Board Members of the Original Six Foundation. Several clients from the Barnwell county area attended and completed employment applications.

Boan, a VR Business Development Specialist, spoke briefly with the Governor about how exciting it is to see anybody go back to work and the impact it had when somebody with a disability goes back to work.

Governor Haley replied by complimenting the Vocational Rehabilitation Department.

Boan thanked her for including VR in the job fair, and pointed out how much hope it brings to small communities when they see business and government working together to help the community.

During her remarks at the event, Governor Haley also recognized Vocational Rehabilitation's participation in the job fair.

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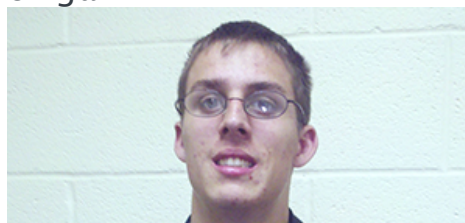
## Hartsville Job Fair



SCVRD clients investigate career options at the Hartsville Job Fair on March 14, 2013 at the Marlboro Work Training Center.

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## Transition students learn interviewing skills and origami



Transition students in the Lancaster County School District celebrated the first days of Spring by learning interviewing skills. Students hosted a discussion about the proper way to interview with employers and made origami baskets that were filled with



candy which they shared with teachers at the school.

*Christopher Dawkins of Buford High School is a member of the JROTC program and has participated in Disability Mentoring Day, the Summer Institute, summer internships, and the Job Readiness Training program at the Lancaster Work Training Center. Chris is a senior and looking forward to finding a job after graduation.*

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## Camden's "Breakfast for Business"

Ten businesses attended the Breakfast for Businesses in Camden on March 15. Several businesses are following up with SCVRD staff to discuss their specific needs. Two clients were hired, two on-the-job training opportunities with possible full time employment and two employment interviews occurred as a result of this event.

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## Did you know...

...that the cost of accommodations for people with a disability can cost less than you think?

It is not uncommon for the accommodation to consist of simply rearranging existing components in the job setting or utilizing equipment already available in that facility. When a one-time purchase is required it is typically less than \$500. There are many instances where coworkers also benefit from the accommodation and improve their productivity as well.

An example is the installation of anti-fatigue mats in a school kitchen setting for a client with diabetes and lower extremity arthritis. All of the employees ultimately benefit from this accommodation and are able to tolerate longer periods of standing.

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## Events

### **Anderson**

- April 9, 9am-Noon - **Truck Driving Job Fair & Training Expo** at Tri-County Technical College Anderson Campus, 511 Michelin Blvd. Anderson, SC.  
*For more information, call 864-224-6391*

### **Oconee-Pickens**

- April 10, 10am-Noon & 1pm-3pm - **US Engine Valve Hiring Event** at

Seneca SC Works, 11091 Radio Station Road, Seneca, SC.  
*For more information, call 864-882-6669*

### Rock Hill

- April 13, 9am-5pm - **Deaf Self-Advocacy training**, co-sponsored by Emily Walker of Bridge Interpreting Services and Rachel Nash, SCVRD Counselor. Covers what it means to advocate for yourself and what laws pertain to accommodation, examples of when and how to ask for accommodations. Training will be led by Kathy Apperson and Bev Woodel, two deaf employees of NC DHHS. The curriculum is produced by the National Consortium of Interpreter Education Centers which are funded by the US Dept of Education Rehabilitation Services Administration. Held at the Chamber of Commerce in Rock Hill, 116 E. Main Street Rock Hill, SC. Open to all SC residents.
- April 19 - Transition Counselors will be at the **College Success Tools Workshop** at York Technical College. This event is geared towards diploma track transition students. SCVRD Counselors will provide information about SCVRD services offered in their local high schools and services available after graduating high school. Students will be able to obtain a referral packet and schedule an appointment to meet with the Transition Counselor serving their school.  
*For more information, call 803-327-7106*

### Greenwood

- April 24 - 10am-3pm - **Upper Savannah Job Fair** at the Greenwood Mall. Greenwood Area Office staff will be available to answer any questions concerning VR services.  
*For more information, call 866-443-0162*

## Enabling eligible South Carolinians with disabilities to prepare for, achieve and maintain competitive employment

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